

**Morgan Wilson**



Laci Leathers with her cousin Morgan Wilson.

**T**ami Leather's niece Morgan Wilson celebrated the release of her EP (extended play) "Love Stuck" on January 30th of this year with a CD release show at the Tap and Tavern in Dallas. Megan, a 19-year old singer/songwriter from Kingwood, Texas, currently attends Dallas Baptist University, as a music business major. Morgan began writing and recording her music at age 14 and this EP is her second release.

Morgan records with producers Jeffrey Armstreet and Gerritt Tisdale at Red Tree Recording Studio in Magnolia, Texas. These gentlemen produce for Pentatonix, Folk Family Revival and Shellee Coley. She is currently working on her next single to be released some time this summer. More about Morgan and her music can be found at [www.morganwilsonmusic.com](http://www.morganwilsonmusic.com).

Tami Leathers is the Shipping/Receiving and Warehouse Supervisor for Duoline Technologies.

**SERVICE AWARDS**

NAME YEARS SERVICE

**Duoline**

Traylon Webb.....2  
Chris Hearn.....2

NAME YEARS SERVICE

**Stahlin**

Joe Michutka .....10

**Benefits Bulletin Board**

All associates should have received their 2015 Benefits Statement in March. The Benefits Statement provides a personalized snapshot of your benefits for the previous calendar year. It includes both your cost and the cost that Robroy pays on your behalf. If you have not already done so, please review your Benefits Statement with your spouse or other members of your family.

The Benefits Statement provides some interesting information of which you may not be aware. For example:

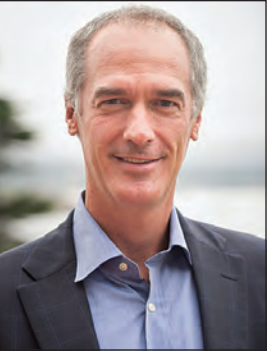
- The statement shows how much you were deferring to your 401(k) as a percent of earnings as of December 31, 2015.
- The statement shows how much you are eligible to defer to your 401(k) with company match.
- The statement shows the market value of your 401(k) account as of December 31, 2015.
- If you are in the pension plan, the statement shows your projected annual benefit, when you reach age 65.
- The value of any supplemental insurance you may have purchased is listed.
- The value of your earned vacation and holiday pay is found on the statement.

**Did you know:**

1. Robroy contributes approximately 85% of health plan costs, while associates contribute the remaining 15%.
2. On average, the value of benefits provided and paid for by Robroy is equivalent to 30% of earnings.



**Family Forum**



**T**his year is off to an interesting start. I'm not sure what's crazier, the presidential primaries or the price of oil! Both seem to be bucking convention. For our businesses, we continue to face a slow economy and there are no immediate signs of a sustained uptick in the industrial markets.

The good news is that Robroy is strong and healthy. Our operational performance and commitment to quality have positioned us to be successful through this economic cycle. Being highly efficient and productive is a competitive advantage. We can offer the best value to our served markets and we need to capitalize on every opportunity.

I would like to thank all of our associates and partners for their contributions. Even if the economy remains slow, 2016 will be a good year because we're going to make it a good year! I look forward to seeing you all.

—Rob McIlroy

**HEADQUARTERS**

**Proud to be a US Citizen**

**O**n January 20, 2016 Aileen Shaffer, Headquarters Applications Developer, became a naturalized citizen of the United States. The process through which she had to go to accomplish this involved study and a strong desire. Aileen is originally from the Philippines.

"In general, a naturalization applicant must demonstrate an understanding of the English language, including an ability to read, write and speak words in ordinary usage. An applicant must also demonstrate a knowledge and understanding of the fundamentals of the history and principles and form of government of the United States (civics)."

Congratulations, Aileen.



Aileen Shaffer

**Holiday Gathering**

**H**eadquarters "After Christmas Dinner" took place on January 15th at Donatos's Restaurant in Fox Chapel. This event was such a success last year that Headquarters Associates duplicated the venue and enjoyed a delicious meal and pleasant conversation in a private dining room again this year. Even the weather cooperated.

**Great Field Trip**

**N**atalie Czegan, a Girl Scout Daisy, attended a fire safety day with other Daisies from her troop at Freeport Volunteer Fire Department on Saturday January 16th. As part of the outing, the girls learned about home fire safety, including having an escape route, smoke detectors, basic first aid and the importance of practiced fire drills. The girls were able to climb inside the fire trucks and ambulances and touch all the various gear that firefighters use to keep us safe and put our fires. Natalie was able to model some "bunker gear."



The gear was a bit large, but Natalie Czegan enjoyed the opportunity to dress just like a real firewoman.



Teach ‘Em to Fish

Though the winter of 2015/2016 was very mild in Western Pennsylvania, it did get cold enough for a weekend or two of some ice fishing. Greg Czegan’s son, Nathan, accompanied his dad in January for a few hours of angling.



Nathan Czegan on his first ice fishing adventure.

Nathan had fun despite the cold and even managed to catch a few trout. The trout were a bit of a curiosity to Nathan. He was not sure what they were and why they were flopping around on the ice. All fish were released safely back into the frozen lake to be caught again another day.

KDKA Turkey Fund

The KDKA Turkey Fund has provided Thanksgiving dinners for area neighbors in need for over 34 years – holiday meals for more than a million families. Just \$15.00 can give a struggling family the means to gather and share a meal with loved ones. In tough times, even people with little to share show their compassion with food drives, volunteer hours and financial gifts.

Before Thanksgiving, Headquarters Associates collected \$545. Robroy matched that for a total of \$1,090 and then PNC Bank matched that for a grand total of \$2,180. PNC supports the KDKA Turkey Fund through collections at all PNC branches. They match any donation from \$50 to \$50,000. KDKA distributes all contributions throughout their viewing area, through the Greater Pittsburgh Community Food Bank.



Speed Dating

speed dating - noun - an organized social activity in which people seeking romantic relationships have a series of short conversations with potential partners in order to determine whether there is mutual interest.

Let’s clarify one thing upfront – NONE of the Headquarters Associates are seeking new romantic relationships. Wives, husbands, significant others, you can relax. However, what better way to get to know your colleagues than through a few rounds of speed dating?

Early in February, Headquarters Associates participated in a speed dating activity led by Randy Untalan and Josh Miller. At each table, associates were given a sheet of paper, which included predefined questions ranging from “what is your favorite movie of all time” to “what do you normally check first online.” Maggie McIlroy, Robroy Intern, kept the time with each round lasting approximately four minutes. The questions yielded many different and interesting answers. Who knew the first thing Greg Czegan checks online is the Delinquency Report?

While nobody will be going on a “second date,” it is safe to say that Headquarters Associates now know a little more about one another after this activity.



Hmmmm!



Headquarters Associates: Jeff McIlroy, Anil Kewalramani, Josh Miller, Rob McIlroy, Mike Deane, Greg Czegan, Jean Liberto, Aileen Shaffer, Randy Untalan and Kim Rafaloski.

A Robroy Intern’s Observations

Maggie McIlroy, who currently serves as an intern at Robroy Headquarters, wrote the following essay. This editor remembers when her dad interned at Robroy many years ago! Thanks, Maggie, for your insight and letting us get to know the Headquarters Associates a little better.

A Unique Look at Headquarters

By Maggie McIlroy

How well do you know your coworkers? Sometimes when your job keeps you glued to your computer or talking on the phone, it can be challenging to get to know the person who is in the cubicle next to you.

A business can only be successful if everyone is working hard and remains focused. Luckily, I had the chance to catch everyone in Headquarters on a break and ask them a few questions to get to know them better, as I have only been at Robroy for a few weeks.

Some of the things I found were interesting. Everyone likes the same colors and are split 5:4 for green and blue as the favorite (except for Josh, his is orange). If for every meal you could only eat one thing for the rest of your life, most people opted for either spaghetti and meatballs or chicken, with the occasional pizza.

But what was more interesting to me was how different everyone was, and how cohesively they work together. If everyone could travel to one place and one place only, you would find the people at Headquarters in every corner of the Earth. Kim would be marveling at the Grand Canyon, Aileen would be climbing the Eiffel Tower in Paris, Greg would be hunting in Alaska, and Jeff would be soaking up the sun in the Caribbean. An ideal day off of work for Rob would be playing guitar with some of the world’s greatest musicians like John Mayer, but for Josh it would be spent cheering on the Steelers as they win the Superbowl.

No one has the same favorite song, except Aileen and Kim who would likely share headphones to listen to Adele. No one has the same favorite book or the same favorite movie. I bet you don’t know many people other than Mike who have read biographies on almost every single United States President, or someone who loves “A Fighting Chance” by Elizabeth Warren more than Jean!

If Robroy were to give out concert tickets to everyone in Headquarters, seven people would want to go a country concert and three to a rock concert. Exactly half of the office would want to go to an amusement park while half would rather go to a water park. For the question, “Would you rather go on a double date with Kim Kardashian and Kanye West or Beyoncé and Jay-Z?” the most common answer was, “How about neither?” However, if they weren’t given a choice, everyone except Greg and Randy would rather share a table with Beyoncé and Jay-Z.

In school, the majority of peoples’ favorite classes were in the humanities. I found it to be very interesting that there wasn’t a single business class as a favorite, yet somehow everyone ended up in business. Popular classes were Psychology, Sociology, and Philosophy. A couple law classes also made

the favorites list. Anil’s favorite class was Artificial Intelligence which entailed building robots. That sounds fascinating!

Every single person in Headquarters is very talented. Kim is a very mechanical person, and knows how to take apart and reassemble her dryer. Mike used to play the trombone, Josh can make origami, and Rob can paint and play the guitar. However, there is always a skill set that people dream they could have. Anil would love to learn how to fly a plane. Jean wishes to learn how to play the piano and harp like her daughter. Randy wants to play basketball like Kobe!

On Valentine’s Day, every single person would rather receive chocolate than flowers (and I don’t blame them!). Pretty much everyone would like to take a night off of kitchen duty and go out to a nice dinner, and come home to enjoy a movie with their loved one.

If everyone could hang out for a day with any famous person, dead or alive, there would be a pretty interesting mixture of political figures, entertainment stars, and sports heroes. Josh would love to play some baseball with Andrew McCutchen, while Randy would want to race cars with Vin Diesel. Both Jeff and Rob would want to learn about the Civil War from Abe Lincoln himself, while Mike would love to jam out with John Lennon. Kim and Aileen would want to talk to political leaders like Obama and Colin Powell, and Jean would be happy to read and chat with Elizabeth Warren.

If one extremely lucky office member were to have scored the winning \$1.5 billion Powerball ticket, most would take the money and travel the world or donate it to charity. A lot of people would also like to use it to help out their family members, buy a new house, and get a cool new car. Greg says if he won the Powerball, you would “never see him again!”

As for me, my name is Maggie McIlroy, and I’m a high school senior who will be interning for Robroy for the rest of the school year. Next year, I am hoping to go to school at Southern Methodist University. My favorite color is pink and I could watch Breakfast at Tiffany’s over and over and over again. My favorite book is “Eat, Pray, Love” and I would love to travel the world someday like Elizabeth Gilbert did. I am a field hockey captain and the oldest sister of three girls. I personally think it would be pretty cool to have dinner with Kim and Kanye and Beyoncé and Jay-Z, but maybe that’s just because I’m 18.

Getting to know everyone at Headquarters was pretty fun! Everyone has things in common, but also have vastly different characteristics. This dynamic brings a lot of energy to the office. I think it’s awesome that ten people who are all very different and unique work so well together. Ask your coworkers questions, you’d be surprised at the cool things you will learn!



Resist Your Curiosity

Malicious spam remains a major threat to many organizations. These aren’t those annoying marketing emails we’re tired of deleting from our inboxes all day long. Think of malicious spam as a precursor to phishing, employing similar tricks of deception – stealing logos and designs from well-respected brands – to trick users into clicking malicious links or downloading infected files.

Malicious spam could even come from an email address spoofed (manipulated) to appear as if it came from someone within your organization. One click of the mouse to open an infected Word document or PDF and you compromise your PC.

Malicious spam can deliver just about any type of malware. Cybercriminals use spam as a “shotgun” tactic to spread their malware as wide as possible. Often these emails are disguised as shipping confirmation notices, alarming notices from banks, tantalizing photos, mortgage scams, fake news alerts and more. They use anything to raise curiosity and get you to open an email or click an attachment or link and it only leads to trouble.



This example of malicious spam used the CNN logo and the public’s curiosity about Angelina Jolie to deliver malware.

Always be wary of any email you receive that is out of the ordinary or you did not request. Spam can look very real, but avoid the temptation to click without thinking. Also, be aware that just because you’re at work and protected by security solutions, malicious spam can still slip through. Best course of action, if you think it’s spam, delete it.

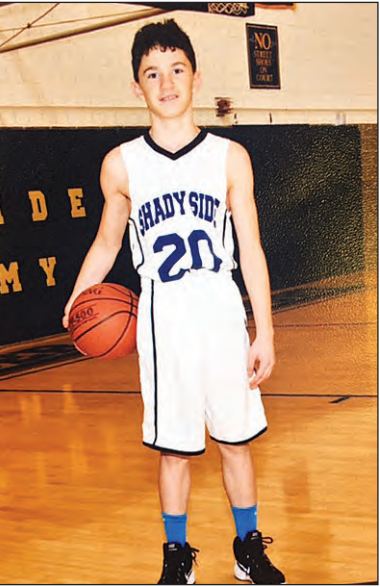
Basketball’s the Game



Peter McIlroy, number 14, drains a three-point shot in the regular season for his high school basketball team.

It looks like hoops is the sport for Jeff McIlroy’s sons, Peter and Brandon.

Peter’s team, the Shady Side Academy Indians, finished the regular season with a record of 15-7 and made it to the quarterfinal round of the WPIAL (Western Pennsylvania Interscholastic Athletic League) playoffs. A 6’ 2” sophomore, Peter plays both shooting guard and small forward.



Brandon McIlroy – Shady Side Academy 7th Grade Basketball

Peter’s younger brother, Brandon, is following in his big brother’s footsteps and was the leading scorer for his middle school 7th grade team.

HelpNet

HelpNet announced positive upgrades to their increasingly popular monthly online webinars. The webinars have shifted to an on-demand format and will offer interactivity.

Starting in January 2016 associates no longer have to register and make special arrangements to attend the webinars at a set time. On the third Tuesday of each month, the monthly webinar will be recorded and automatically uploaded to the HelpNet Work Life website. With this new format, every employee has one-click access to a resource that provides unique, timely information at the moment it’s most useful – anywhere, anytime. Webinars will continue to be archived and available for a later use, if that is your desire.

Another great change starting in 2016 is the on-demand webinars will offer enhanced interactivity. Every associate can submit questions and they will receive individualized responses via email. Each question is logged in an FAQ section, so users have the ability to browse and learn from the inquiries of others, as well.

Available on demand starting March 15th, HelpNet presents its March online seminar entitled “Let’s Sleep On It.” In this webinar participants will learn about the types of sleep and steps to help have better quality sleep, as well as myths and falsehoods associated with sleep.

Access is simple. Beginning at noon on March 15th and available on demand anytime thereafter, associates...

Log on to [www.helpneteam.com](http://www.helpneteam.com)  
Click on Work Life Login  
Insert Company Username (robroy) and Password (employee)  
Scroll down to Online Seminars  
Click on “Let’s Sleep On It”

All webinars are complimentary and can be accessed 24/7. As a reminder, by clicking “View Archive,” past webinars are available for viewing. Posters in both English and Spanish are attached for your Company bulletin boards.

There is a service that Help Net offers called “Work Life Web.” To help you make time for what matters most, your work-life service provides online access to a wide range of resources regarding the work and life topics of interest to you and your family, all available on one website.

There is a web link on UltiPro’s homepage from HelpNet. To view the material, simply click on the top corner of the home page called “Work Life Web.” The user name is “robroy” and the password is “employee.” On the left hand side are several life topics with numerous articles, links, interactive content and more for your review.

- Some of the features include:
- Regular updated information and links
  - Downloadable articles and tip sheets
  - Self-search provider databases for summer camps, education resources, pet sitters, attorneys, financial advisors, volunteer opportunities.
  - Legal and medical encyclopedias
  - Financial and daily living calculators
  - Savings Center providing 25 – 70 percent discounts on name brand merchandise
  - Spanish-language content

In early April HelpNet launches, at NO ADDITIONAL COST, an updated and upgraded work life website called the **Engagement Engine**. Your current work life website will not only have a new name, it will also have a new look with some great new features:

- A new cleaner look with improved simplicity in navigation
- Online forums to connect with co-workers and peers on work and life topics
- Personalized login capability, if you wish to participate in forums
- Added content topics – Example: “International” - includes information related to immigration to the U.S., emigration, families abroad and repatriation.

Lights Out!

HelpNet

GETTING YOUR ZZZS

Sleepy? You're not alone. Up to 80% of working adults are suffering some form of sleep disorder. With a good night's sleep, you feel better, are more productive, and are more resilient to stress. And a lack of sleep can have serious side effects. Some studies link lack of sleep to obesity, depression, even heart disease and diabetes. There are things you can do to get better sleep. Let your Employee Assistance Program help with resources and information on getting your zzzs.

ONLINE SEMINAR

Available on demand starting March 15th

Let's Sleep on It

There's nothing like a good night's sleep. Learn about the types of sleep and steps to help you have better quality sleep, as well as myths about sleep.

Online seminars can be found on your home page, or you can search for them by title.

TOLL-FREE: 800-969-6162

WEBSITE: [www.helpneteam.com](http://www.helpneteam.com)

USERNAME: robroy

PASSWORD: employee

Available anytime, any day, your Employee Assistance Program is a free, confidential program to help you balance your work, family, and personal life.

EMPLOYEE ASSISTANCE PROGRAM MAR. 2016



Lockheed Martin - Digital Range Training System (DRTS)



The Stahlin FEDWG63431412 enclosure is an integral part of the U.S. Army's DRTS.

Lockheed Martin, a global security company headquartered in Bethesda, Maryland, employs about 126,000 people worldwide. The corporation's sales from continuing operations reached \$45.8 billion in 2010. The U.S. Army awarded Lockheed Martin a contract to provide the Army's Digital Range Training System (DRTS). This program supports range modernization by replacing aging live-fire training infrastructures with modernized, digital instrumentation capabilities that record weapons system information and provide enhanced after-action-review tools. Instrumentation includes cameras, targetry systems with audio/visual effects, data recording equipment, range control centers and scenario development technology.



The system will provide armored vehicle crews with collective gunnery training and qualification. In 2014, Lockheed Martin found Stahlin Enclosures through a Google Internet search. Since that time, the entire Stahlin team has been actively involved in providing excellent customer service and working diligently to manufacture a high quality product to accommodate this highly modified design. The design is one of Stahlin's most modified products to date with modifications including the desert sand color, special holes and cutouts, a bonded-in window, painted with copper shielding to prevent any EMI/RFI interferences with the signal jammers and silk screened text for each connector installed.



Roger Schroder, Stahlin's Engineering Manager, and Doug Hill, Applications Engineer, recently made a site visit to review the first production order installed at Fort Stewart, Georgia. The customer was very pleased with the Stahlin products and stated that the water intrusion issues with the older design have been solved. They are thankful to have a partner like Stahlin to help provide the best training experience possible for our military. Stahlin is currently producing another large order for Lockheed Martin with yet another order expected in the near future. They plan to replace the older style systems with the new design, which is great news for future business.

Odyssey of the Mind 2016

Some of you may be familiar with Odyssey of the Mind through Headquarters Bagpiper articles in past issues. Anil Kewalramani's children participated in this wonderful program in the Pittsburgh area. Nolan Schroder (12), son of Stahlin Engineering Manager, Roger Schroder, participated in regional Odyssey of the Mind competitions that took place in Greenville, Michigan on Saturday, February 27, 2016. Nolan and his team tackled Problem 2, "Something Fishy," in which teams designed and operated a technical solution that simulated multiple fishing styles. A Fisher Character worked from a designated area to "catch" three different objects located outside of that area. The catch was on the move and included something expected, something unexpected and a new discovery. The performance also included a change of weather and a humorous character that portrayed a potential catch and avoided being caught by the Fisher. Nolan's team had dreams of moving on to the state level, but came up a little short this year placing 5th in their category. A celebratory lollipop was just one reward that could ease the pain of defeat in this 12-year old until next year.



New Addition

On February 29th, Plant Manager Erik Fassen and his wife, Bobbi, welcomed a new addition to their family. Monroe Tice Fassen arrived weighing in at 9 pounds 3 ounces and 23 inches in length. Monroe will take his place with his big brother, Maverik (4), and big sister, Liliana (2), as the newest member of the Fassen household. Congratulations to the Fassen's on their new family member.

Daddy/Daughter Dance



Miss Ellinna Williams



Ellinna's daddy swept her off her feet!

John Williams, Press Operator, enjoyed an evening of dancing and fun with his daughter at the annual Daddy/Daughter Dance held by his church on February 26th. Ellinna, who will soon turn 9-years old, dressed in formal attire, had her hair done professionally and received a beautiful wrist corsage. The evening was delightful and a precious way for a young lady to make memories with her dad.

Michigan Winter



Photos taken on consecutive days.



What can be more unpredictable than the weather? Stahlin Associates might say "Michigan weather." Cindy Stowell and Angie Zoerman took photos on their daily walk at lunchtime just one day apart. One day it was in the mid 50's and the next they were greeted to eight inches of snow. What an adventure to live in Michigan!



50 degrees one day and 8 inches on snow the next!



What the Cat in the Hat thinks about Michigan weather...



# 2015 Christmas Parties



*Christmas fun for everyone!*



December 12th was a day of Christmas festivities for Stahlin Associates. The morning Children's Christmas Party treated 82 kiddos to a visit from Santa, the Grinch, elves and Mrs. Santa. Each child received a pre-Christmas gift and lunch served by a couple of special elves along with eight arts and crafts stations, from which to choose. It was truly amazing to observe that some of the arts and crafts helpers this year attended past Christmas parties, when they were little ones. The Children's Christmas party has become a great tradition at Stahlin.



*Jeff Seagle and Cindy Stowell – the host and hostess with the mostess!*

The evening Christmas party took place at the Grand Volute in Lowell, Michigan with 142 guests in attendance. Jeff Seagle and Cindy Stowell served as the hosts and the party theme followed the poem "Twas the Night Before Christmas," which Cindy revised to a "Stahlin style." Special guests included Jeff McIlroy, Vice Chairman of Robroy; Ted Rogers from supplier Composite One; Chris Lauderback and his wife, Stahlin Enclosures' Michigan rep from Applied Controls; Tom Daller, robotics teacher

from Belding High School; Mikayla Linebaugh and Heidi Wilker of the B Foundation and Denny Craycraft representing the Belding Veterans Park.



*Representatives from the B foundation of Belding and the Belding Veterans Park accepted Stahlin's donations.*

Thanks to the generous contributions of Stahlin Associates and a Company matching contribution, the B Foundation of Belding and the Belding Veterans Park received donations of \$3,000. Also, Toys for Tots benefited from the Christmas Party "entry fee" of one unwrapped gift per person. The collection of several huge boxes of toys enabled the pro-



*Silliness prevailed as associates had photos taken with amusing props!*



gram to distribute a lot of Christmas cheer in the Belding area.

The SHIELD team set-up a program for every associate that focused on monthly safety audits of the entire facility. Based on the audit results each month, a pool of money was collected. This pool made it possible for all associates to receive a \$100 VISA gift card. Stahlin remains a very safe place to work thanks to the diligence of each associate.

The Company presented SHIELD scholarships of \$1,000 each to:

**Monica Meyers**, daughter of Mike Olmstead - Material Handler  
**Payton Haney**, daughter of Jennifer Ullery - Inside Sales Supervisor  
**Amy Moody**, wife of Buck Moody - Gasket Machine Operator  
**Nicole Kolenda**, wife of Ray Kolenda - Press Operator  
**Alison Hall**, daughter of Jeff Hall - Engineer  
**Patsy Alvera**, wife of Rudy Alvera - Press Operator.



*Payton Haney poses for a photo with her mom and step-father, Jennifer and Mark Ullery.*



*2015 SHIELD Scholarship recipients*





Continued from page 9



5 years: Roger Schroder, Engineering Manager; Jeremiah Souza, Material Handler and Josh Blair, Press Operator.



10 years: Bill Olsen, N Series; Dale Clayton, Gasket Machine and Dave Jeffers Press Operator.  
15 years: Jamie Arnet, Assembly (no photo)  
20 years: Dennis Venneman, Assembly and Ken Main, Material Handler. (no photo)

As part of the festivities, Jeff Seagle and Jeff McIlroy presented the 2015 Service Awards to associates having reached five years of service and beyond in increments of five years.



Cindy presented Rudy Alvera with his Ugly Sweater Contest award.

Rudy Alvera received a little gift card as the Ugly Sweater Contest winner for 2015. Maybe he can purchase a NICE sweater with the gift!

Jared Kopf delivered the evening's entertainment this year. Jared's LinkedIn profile describes him as a sleight-of-hand expert, magician and mind reader "trained in the classics and spurred by innovation." He has a unique approach to the art of legerdemain (skillful use of one's hands when performing conjuring tricks) and has preformed all over North America using only his brain, his hands and some everyday objects.



25 years: Jeff Seagle, President



Jared Kopf entertained the associates and they were amazed.

## New Associate

Ara Mahalik joined Stahlin Enclosures in the position of Scheduler/ Buyer. Ara graduated from Davenport University and Cornerstone University and earned her degrees in business management. She brings experience from NuCraft Furniture and Richwood Industries where she served as a purchasing manager and senior buyer in the manufacturing environment.

Ara resides in Comstock Park with her dog and cat. In her free time, she enjoys traveling, skydiving and volunteering.

Welcome to Stahlin, Ara.



Ara Mahalik – Scheduler/Buyer

## Outstanding Achievements



Jorgan Jammal



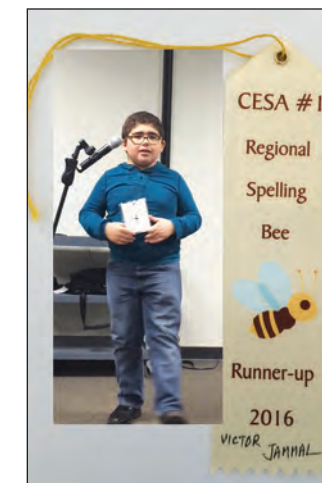
Jorgan Jammal was selected to the Carnegie Hall Honors Choir.

Victoria Benson Hora, music director and drama coordinator for Cedarburg High School, received an invitation last spring to nominate students for the Carnegie Hall National Honors Choir. How was CHS chosen?

It was because the school was chosen three years in a row for the NAMM (National Association of Music Merchants) Best Schools for Music Award. The NAMM Foundation is an advocate for the promotion of music education.

Ms. Hora nominated two of her students, Jorgan Jammal, son of Michael Jammal – Stahlin Market Development Manager, and Jordan Meirhoffer, because she knew they had "the strong work ethic necessary to achieve in the highly competitive world of vocal performance." These students had to submit a resume and a vocal recording, along with 18,000 other applicants from around the world. They received notification in November of 2015 of their acceptance. From February 4th until the 8th Jorgan and Jordan were in New York City. They had been given five compositions to learn on their own and studied with the help of their private voice instructors.

This year, Carnegie Hall is celebrating its 125th anniversary as a historic music performance venue making this honor especially prestigious.



Victor Jammal – CESA #1 Regional Spelling Bee

Victor Jammal was one of six students from his district to compete in a regional spelling bee. He came in second after twenty rounds of spelling difficult words of Spanish, German and French origin. In the twenty-first round he tripped on the word "macramé." Victor is in 8th grade and will be attending Forest Hills Central High School in the fall of 2016.

The Jammals are very proud of their children's outstanding performances.

## Vic Bookie Retires



Celebrating with Vic Bookie.

Vic Bookie officially retired on Friday February 26th after 19 years of service to Stahlin Enclosures. During his long Stahlin career, Vic worked in the Assembly Department at the plant.

The traditional retirement gift of a clock housed in a Stahlin fiberglass enclosure was signed by all of the Stahlin Associates and presented to Vic on his last day of work. Everyone shared cake in his honor and all the associates gave him a standing ovation, as he left work for the last time.

Vic, you are wished the very best, as you retire and begin a new chapter in your life.



New Hires

**C**herie Sims joined the Robroy Conduit Division in the position of Executive Assistant on December 16th of last year. Prior to coming to Robroy, Cherie spent three years with Martin Resource Management Corporation in Kilgore, Texas in their human resources department in the positions of benefits coordinator and leave coordinator. She also served as the administrative assistant to the VP of human resources and the human resources manager.

Cherie is originally from Overton, Texas and has lived in East Texas all of her life. Cherie enjoys crafting in her spare time and spending time with her husband, Jacob, and two children, Maddox (9) and Mackenzie (4).



Cherie Sims – Executive Assistant

Trupti Madane began a four-month internship with the Conduit Division on February 2nd, as a .NET Software Engineer. She is originally from India, but now lives in Tyler, Texas where she is working toward her master's degree in computer science and a bachelor's degree in information technology at the University of Texas at Tyler. Prior to moving to the US, Trupti attended Pune University in India where she earned a bachelors in computer engineering.

Trupti completed an internship as a software developer and programmer and has also gained experience working with the Oracle database platform, SQL standards, PL/SQL, Java, cursors and modules.



Trupti Madane - .NET Software Engineer Intern

In her free time, Trupti pursues drawing, painting, crafts and listening to music. Welcome to the Conduit Division, Cherie and Trupti.

Promotions

**I**t was announced that effective February 8th David McCellon received a promotion to the position of Conduit Division Buyer/Scheduler/Expeditor and reports to Kim Blades.

David joined the Robroy team in April 2002. Over the past 13 plus years he has shown tremendous growth and has proved himself to be a valuable member of the team. He began his Robroy career in Production before his first promotion to the position of Shipping/Receiving/Warehouse Coordinator and then to Shipping/Receiving/Warehouse Supervisor.

Katie Perkins has been promoted to the position of Conduit Division Shipping/Receiving/Warehouse Supervisor (in Training) effective February 8, 2016.

Katie joined Robroy Industries Conduit Division in October 2014 as a Production Associate. As noted in the Fall 2015 Bagpiper, Katie became a SHIELD Committee member shortly after she was hired and continued to play a vital role as a Robroy team member. She followed in David McCellon's footsteps with her promotion to the position of Shipping/Receiving/Warehouse Coordinator in 2015.



David McCellon – Buyer/Scheduler/Expeditor



Katie Perkins - Shipping/Receiving/Warehouse Supervisor (in Training)

Her prior work and military experience have played a big part in Katie's ongoing success at Robroy. The Company looks forward to her future success in her new position.

Congratulations David and Katie on your most recent promotions.

Charitable Giving



Donna Waterstraet, Operations Manager (retired), and Tabitha Austin, Receptionist/HR Clerk, pose with Mel Small from the Upshur County Shares Food Pantry in Gilmer.

**A**ssociates brought canned goods and other nonperishable items to donate to the East Texas Food Bank before Thanksgiving 2015. In addition to the nonperishable items, Robroy Industries donated 25 turkeys to help make Thanksgiving a little brighter for families in the area. The East Texas Food Bank has over 200 nonprofit partner agencies throughout East Texas that provide food assistance to clients in need. This food bank serves over 252,900 clients annually in 26 counties throughout East Texas, covering nearly 20,000 square miles. In 2015, over 18 million meals were distributed to hungry East Texans (children, the working poor and seniors). One in four children and one in five adults in East Texas are food insecure.

The Upshur County Shares Food Pantry, part of the East Texas Food Bank, sent a note of thanks to Robroy with their sincere appreciation for the 95 pounds of food donated by associates. Their pantry received 10 of the

turkeys that Robroy donated. In November of 2015, 769 local families and a total of 2,212 people benefited from the work of this food pantry.



Steve Voelzke and Stephanie Ellis presented contributions to Asia from Upshur County Schools.

As part of their generous 2015 charitable giving, the Conduit Division Associates collected jeans, khakis, polo shirts and belts. Steve Voelzke and Stephanie Ellis presented these items along with \$300 for additional uniform purchases to Upshur County Schools on behalf on their colleagues.



Terri Chambers Chadd, Director of Regard4Life Animal Rescue, cuddles Janie.

Another charitable endeavor for the Conduit Division involved Regard4Life Animal Rescue. Associates raised \$228 along with leashes, toys and other pet essentials for this great organization.

Regard4Life Animal Rescue is a non-profit rescue organization with a mission is to save dogs from kill

shelters in the East Texas area. They are committed to educating the community on the importance of spaying and neutering to control the overpopulation and needless death of innocent "furkids"!

Happy Birthday



Flowers were delivered to the Conduit Division office for Lauren Conley's birthday from her very thoughtful brother.

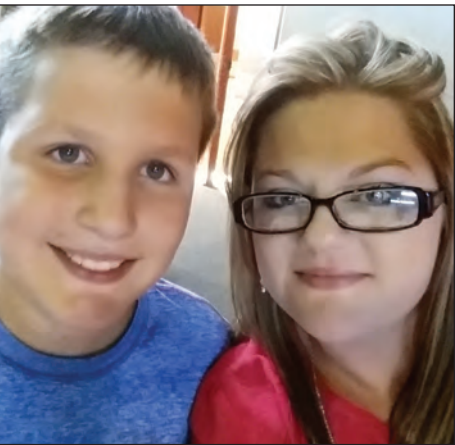
Hard Work Rewarded



Micah Rucker presented Brandon Keel with a "Spot Award" in February.

**B**randon Keel, Production Associate at the Gilmer Conduit Division, successfully cross-trained four of his colleagues in the Mold Department demonstrating his commitment to the Robroy Vision principles of Customer Focus and Employee Growth. For his efforts he received a "Spot Award" in the form of a \$100 gift certificate on February 5th.

Holidays with Family



Tabitha Austin, Receptionist/HR Support, shared a Thanksgiving lunch with her son, Kody, at his school.



It looks like Kody received some great Christmas presents, especially his new Jurassic Park t-shirt!



The Dyar family (Patricia Dyar, Accounting Associate) celebrated the holidays with their two new additions, Sahara and Kayleigh Jane.



# 2015 Christmas Party

The theme for the Duoline, ECN Korns and Conduit Division 2015 Christmas Party was "barbeque." The attire was eclectic, from jeans and cowboy hats to suits and ties. The doors of the Gilmer Civic Center opened at 6:00 PM on December 12th and Perfect Catering did their very best to feed the hungry crowd.



Darlene Marshall introduced Darlene Rowlinson from Hannah House.

This year Hannah House Maternity Home, a non-profit maternity home for young mothers and mothers to be, received the charitable donations from the Texas divisions' associates. Ms. Darlene Rowlinson accepted the donation for Hanna House and explained that the organization is a Christian based program that offers counseling,



Steve Voelzke and Darlene Rowlinson

housing, transportation, basic needs and so much more to the women they serve providing "a new beginning for a woman and her unborn child." The donation totaled \$3,592.

Lonnie Schrewsberry presented SHIELD Scholarships to two young adults to help them further their education. A \$2,500 scholarship was presented to Ty Morton, Eric Nichols'



Darlene Rowlinson explained the mission of Hannah House.

step-son. Eric is the Operations Manager at Duoline Technologies. Erin Rushing, Kim Blades' daughter, received the second SHIELD scholarship for \$5,000. Kim is a Scheduler/Buyer/Expediter for the Conduit Division. Ty and Erin are wished much success in their future educational endeavors.



Lonnie Schrewsberry presents Ty Morton with his SHIELD Scholarship.



Ty Morton accepting his scholarship.



Erin Rushing receiving her SHIELD scholarship.



Steve Voelzke asked the crowd if they remembered Bobby Hubbard dressed as Marilyn Monroe at the 2008 Christmas party (Winter 2009 Bagpiper)? Who could forget?



The 2015 retirees were honored.

Retirees were recognized, a few speeches were presented and gift giving commenced.



Patricia Dyar received a Christmas gift.



Eric Gear presented a gift to Chris Hearn.

VIP guests provided nearly \$6,000 worth of gifts, which were distributed to associates during the Christmas festivities. Jackets, concert tickets, gift cards, a Roomba vacuum, iPod Shuffles, bluetooth speakers, a director's chair and cash were some of the many gifts provided from vendors. Vendors included: ABF Freight, Coughlin & Crowson, D & L Tooling and Plastics, Documents Logistics, Elliott Electric, Evelyn Hartman and Associates, Good Shepherd, Hiltex, Hodges Southwest, Krauter & Company, Manner Polymer, PPG, Schell Company, Sherwin Williams, Sumitomo, Titanium, U-line and Uni1st.



The Texas "bean counters" pose for a group shot.

Continued on page 16



# 2015 Christmas Party

Continued from page 15



The evening's "G-rated" hilarious entertainment - Jason Hewlett.

The evening concluded with Jason Hewlett, who used comedy, music and impressions to entertain associates and their guests. Jason was billed as having the ability to make you laugh until it hurts and he came through on his promise with G-rated entertainment that was enjoyed by everyone.

## Christmas Luncheon



Just prior to Christmas, associates gathered to share a Christmas lunch in the conference room at the Conduit Division. Erin Rushing and Ty Morton, SHIELD scholarship recipients, were invited guests at the luncheon.



Jerry Davis – Production Supervisor, 27 years of service



Barbara Sanders – Production Associate, 20 years of service



Donna Waterstraat – Operations Manager, 19 years of service



Carlean Turner – Assistant Controller, 17 years of service

## Retirements

Retirement parties are a mix of smiles and tears. On one hand, you are so happy for the retiree, as they start the next chapter of their life, and, on the other hand, losing a colleague, especially one of long standing, brings a tone of sadness to the event. Can you possibly imagine the feelings that filled the Conduit Division break room on December 31, 2015, as the associates attempted to celebrate the retirement of four of their number?

Jerry Davis began his Robroy career as a Production Associate 27 years ago. During that time he served the Company well and ended his career as a Production Supervisor. Over the years, Jerry's daughters have interned at the Company and stories were shared in the Bagpiper about the Davis' chickens, graduations and, most recently, a wedding.

Barbara Sanders has served the Company since 1996 in the position of Production Associate. Her dedication and hard work serve as wonderful examples to her colleagues.

The past 19 years have felt the unmistakable presence of Donna Waterstraat at the Conduit Division, always available to lend a hand in capacities that go far beyond her everyday duties as Operations Manager.

With 17 years of service Carlean Turner's pretty face will be missed at Company events and in the accounting office of the Conduit Division. She could kick-up her heels at the Company Christmas parties and number crunch with the best of them in the Accounting Department.

Best wishes are extended to each of these fine individuals and may they each experience a very rewarding retirement.

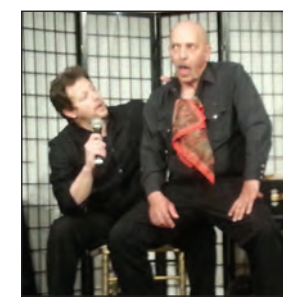
## Awards Dinner



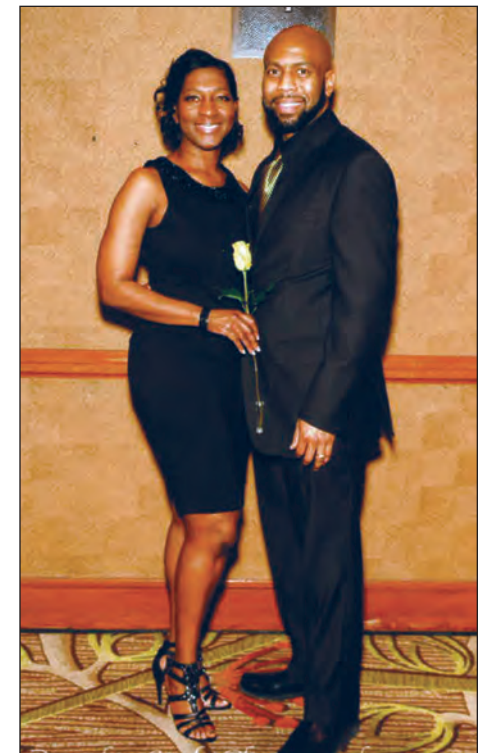
The annual awards dinner took place in February at Arabella Manor in Gilmer. Following dinner catered by Perfect Catering, professional associates from Duoline Technologies, ECN Korns and the Conduit Division received incentive bonuses for the completion of their previous years' set objectives.

To top off the evening, entertainment followed the awards presentation.

Entertainment followed the awards presentation, including Darrell McAvoy getting into the act.



## 20-Year Anniversary



Yolanda and Donovan Lewis – 20 years of marriage

Yvonne Abron's daughter and son-in-law, Yolanda and Donovan Lewis, will celebrate their "china anniversary" on April 27th with 20 years of marriage. Yvonne is very proud of this handsome couple that met at East Texas State University in the mid 1990's. Yolanda works in IT as an installation expert for Automatic Data Processing in Dallas and Donovan recently received a promotion to the position of co-host with Norm Hitzges on the Cowboys radio show, HTCK AM – The Ticket. You can read all about Donovan at the following link: <http://sportsday.dallasnews.com/other-sports/moresports/2016/02/26/south-oak-cliffs-donovan-lewis-rose-sound-board-become-one-tickets-hottest-voices>.

Congratulations are extended to the Lewis' on their upcoming anniversary and to Donovan on his promotion. The Robroy Cowboy fans will be listening!

Yvonne has served the Robroy Conduit division for 41 years, as a Production Associate.





Valentine's Day 2016



Eric Grear presents Katie Perkins with her rose.

On February 14th Robroy Conduit Division employees are always remembered in a very sweet way. The gentlemen receive large Hershey's candy bars and these are truly sweet - sugar and chocolate – yum! Each female associate is presented a lovely rose. That's sweet too in a sentimental sort of way. As you can see, February 14, 2016 was just another special Valentine's Day for Robroy Associates.



Valentine's Day is not just for the ladies!



Kim Blade, David McCellon and Beunka Harris pose with their Valentine gifts.

Baby Stuff



Latoya Rudd – new mom

Hezekiah Immanuel Williams was born at 8:00 AM on February 23, 2016. His mom, Latoya Rudd, reported that her little one weighed 8 pounds, 7 ounces and stretched 19.5 inches, when he was born. Congratulations, Latoya.



Hezekiah Immanuel Williams



Conduit Division baby showers are a lot of fun!

Snehal (Accounts Payable Associate) and Dhruvi Patel were honored with a baby shower in anticipation of the birth of a little girl in April. Office associates hosted the shower in the conference room complete with decorations, favors, pastries and lots of pink gifts. Everyone looks forward to seeing that pretty little girl in her pink attire.



Raspberry Fudge Mocha Mousse Trifle

- 1 jar (12 oz.) red raspberry preserves – divided
- 1 ½ cups red raspberries, washed and drained
- 1 jar (12 oz.) hot fudge topping – divided
- ¼ cup strong brewed coffee
- 2 (8 oz) containers frozen whipped topping, thawed
- 1 (10 oz.) prepared angel food cake cut into 1" cubes

**COMBINE** ¾ cup preserves and raspberries in a small bowl – set aside. Reserve 5 raspberries for garnish.

**PLACE** 2 tablespoons of hot fudge topping in small resealable plastic bag for drizzling.

**STIR** strong-brewed coffee into remaining hot fudge in a large bowl until blended. Fold in one container of whipped topping to make mousse – set aside.

**STIR** remaining container of whipped topping until fluffy.

**LAYER** half of the cake cubes in a trifle bowl or 2 ½ to 3-quart glass bowl. Spread on half of the fudge mousse and half of the plain whipped topping. Spoon all of the berries evenly over the topping. Top with a layer of remaining cake cubes and another layer of fudge mousse.

**SPOON** dollops of remaining whipped topping over the center of the trifle.

**MICROWAVE** remaining preserves on high for 10 seconds. Stir until smooth.

**DRIZZLE** over topping and fudge mousse. Microwave reserved hot fudge topping on high for 5 seconds. Cut a small corner off the bag.

**DRIZZLE** over top of trifle. Top with reserved raspberries.

**CHILL** 1 hour before serving.